Office views and productivity-study of offices at Chandigarh, India

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Abstract

Major spending of organisations is on staff salaries. In order to be efficient and competitive in the profession, the staff should be productive. Staff will be productive when they are comfortable with regard to office environment. In this paper, effect of office noise on productivity of occupants is highlighted. A research to this regard was conducted in offices of capital city of Chandigarh (India). Various offices were sampled and questionnaire survey of productivity was conducted to get first hand information from office occupants.

Keywords: productivity, office design, views

Introduction

People spend most of their time indoors-be it office or home. The success of any organization is dependent on the productivity of the employees. The productivity of the employees is dependent on comfort levels at their office. World over research has been done to study the effect on office views on productivity but not in India so the study is conducted to identify the effects of views in offices at Chandigarh (India). Various literature pertain to the study of multiple offices and office buildings indicated that the factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employees’ productivity.

How workspace is designed and occupied affects not only how people feel, but also their work performance, their commitment to their employer, and the creation of new knowledge (human capital) in the organization. These are the cornerstones of the domain known as the environmental psychology of workspace.

Moreover, measures of user perceptions of environmental conditions can be used to diagnose building performance and the effectiveness of building systems (Vischer and Fischer, 2005). A large number of work environment studies have tested users’ satisfaction in reference to specific workspace features (Ulrich, 2002; Oaks, 2003; Park, 2006; Ozdemir, 2010; Dodo et al., 2012; Aries et al., 2012). These studies show that people’s preferences are affected by among other views.

Materials and Methods

Sample collection

A total of 660 employees from various offices of Chandigarh were recruited as sample. The age range of the sample was between 25-60 years. The minimum educational qualification was graduation. For inclusion in the study the employee must be working in that particular organization since last three years. Primary data was collected through a structured questionnaire. The questionnaire was developed on the basis of the research literature review. The questionnaire consisted of
5 questions on views variable to be rated on a five point Likert scale.

Data analysis

For result findings and in-depth analysis of the different components of office environment on the performance level of the employees, statistical techniques of correlation has been used. SPSS software as research tool for data analysis is used for this research.

Results

Table 1. Descriptive statistic views of the component of office design

<table>
<thead>
<tr>
<th>Factors</th>
<th>Respondents (N)</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Views</td>
<td>660</td>
<td>2.8852</td>
<td>0.81757</td>
</tr>
</tbody>
</table>

Table 2. Correlation between elements of office design and employee productivity

<table>
<thead>
<tr>
<th>Office Design Element</th>
<th>Pearson Correlation (r)</th>
<th>Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Views</td>
<td>0.163**</td>
<td>0</td>
</tr>
</tbody>
</table>

** Correlation is significant at the 0.01 level (2-tailed)

Discussion

Analysis of the collected data revealed that office design has a substantial impact on the employees’ productivity. The overall impact of different elements showed that Views affects the productivity of most employees. The results are similar to previous researches (Ulrich 2002, Oaks 2003, Park 2006, Ozdemir, 2010, Dodo et al., 2012, Aries et al., 2012). The present study found the correlation between employee’s productivity and views. Tapping views as a resource reduces energy use and improves productivity. The study is limited to views only and is not exhaustive. The sample size was not diverse enough to give the image of all organizations functioning in India.

Future research

It can be done on the public sector or by semi-government organizations. The results should be compared. A good study can be conducted to compare the services and manufacturing sector as well.

Conclusion

On the basis of our research we can conclude that the Views component of office environment have impact on the performance level of the office employees, can affect the output of the employees. If views factor is favorable for office employees then they can perform much better. This will contribute towards enhanced output and exceptional performance.

References


Seong-Hyun Park (2006) Randomized clinical trials evaluating therapeutic influences of ornamental indoor plants in hospital rooms on health outcomes of patients recovering from surgery. Doctor of Philosophy, Kansas State University, Manhattan, USA.
